



Policy Hierarchy link	Student Code Policy		
Responsible Officer	Senior Deputy Vice-Chancellor and Senior Vice-President		
Contact Officer	Director of Integrity Manager, Student Integrity Unit studentconduct@unsw.edu.au		
Superseded Documents	Student Misconduct Procedure v1.0 (2009/2832) <i>All other inconsistent UNSW documents existing at the effective date</i>		
File Number	2010/02711		
Associated Documents	Plagiarism Policy Statement Managing Plagiarism for Students Enrolled in Coursework Programs Research Code of Conduct Procedure for Handling Allegations of Research Misconduct Health and Safety Policy Acceptable use of UNSW ICT Resources Policy Acceptable use of UNSW ICT Resources Procedures Anti-Racism Policy Equity and Diversity Policy Statement Student Critical Incident Procedure		
Version	Authorised by	Approval Date	Effective Date
2.6	Senior Deputy Vice-Chancellor	16 August 2016	16 August 2016

1. Principles

- 1.1** The Student Code provides a framework for the standard of conduct expected of students of the University with respect to their academic integrity and behaviour. Where a student breaches the Code, the University may take disciplinary action. Such matters are handled in accordance with the Student Misconduct Procedure. Where there are breaches of the Code relating to plagiarism the Plagiarism Policy Statement should be referred to in the first instance for coursework and higher degree students. Plagiarism matters relating to coursework students are handled in accordance with the *Managing Plagiarism for Students Enrolled in Coursework Programs Procedure*.
- 1.2** This procedure sets the framework for the handling of allegations of student misconduct in a manner that is fair, consistent, clear and in accordance with the principles of natural justice.

Need Help?

- 1.3** A step by step guide for students about misconduct matters is available on the UNSW Current Student Gateway.
- 1.4** Information about the range of free, University provided support and guidance services can be found on the UNSW Current Student Gateway.
- 1.5** Staff members can also find information about how to handle misconduct matters on the UNSW Current Student Gateway.

Safety and well being

- 1.6** Where a student's conduct is a cause of concern in relation to the safety of that student, staff or other students, the matter should be referred to the Director Student Life and Learning under the Student at Risk Procedure. The Student Critical Incident Procedure may also be relevant.

2. Purpose and Scope

2.1 These procedures apply to:

- All enrolled students of UNSW on all campuses both domestic and international;
- Students previously enrolled, not currently enrolled and students on program leave, where the event forming the basis of the misconduct allegation occurred while they were enrolled or is directly related to their enrolment or their admission to a program;
- Higher Degree Research Students including those awaiting examination of submitted theses;
- Students on exchange from other universities where the matter relates the student's experience at UNSW;
- The University and its staff.

In the context of:

- All aspects of a student's experience at the University;
- All activities on UNSW premises and all external activities related to study and research, including workplace or clinical placements, fieldwork or other practicum;
- Activities in relation to online examinations and online academic work, and to examinations and academic work in remote locations;
- Actions taken by students representing the University (such as at conferences or sporting and cultural activities or on a University facilitated international exchange);
- Student conduct in relation to University owned or managed accommodation, affiliated colleges or home stays managed by UNSW;
- The activities of the University and its staff in relation to students
- Allegations of misconduct made no later than twelve months after the event giving rise to the misconduct.

2.2 In circumstances where there is a risk of harm or damage to the University, its students or staff these procedures may also apply to:

- Conduct relating to any separate legal entity controlled by the University (which may also be referred by or to that organisation);
- Conduct relating to Arc @ UNSW (which may be referred by or to Arc);
- Conduct relating to UNSW Village (which may also be referred by or to the Manager of UNSW Village).

2.3 Allegations about Research Misconduct:

These include plagiarism (thesis), authorship and complaints concerning issues of intellectual property. Allegations should be referred to the Director of Integrity under the *UNSW Research Code of Conduct*. Where there has been a finding of a prima facie case of a breach in the Research Code of Conduct or of research misconduct, the allegation/s will be dealt with under these procedures. The

Plagiarism Policy Statement is the official source document relating to preventing or handling plagiarism at UNSW.

2.4 Allegations about Academic Misconduct:

These include misconduct during examinations, misconduct concerning academic works and plagiarism (see also definitions). Allegations about academic misconduct may be dealt with under these procedures. The *Plagiarism Policy Statement* is the official source document relating to preventing or handling plagiarism at UNSW. An allegation of plagiarism against a student enrolled in a coursework program is handled under the *Managing Plagiarism for Students Enrolled in Coursework Programs – Procedure*. Where there is an allegation of plagiarism against a research student this is handled under the *Research Code of Conduct*.

- 2.5 These procedures do not preclude the University from instituting civil or criminal proceedings.

3. Definitions

Please see Appendix A for a list of definitions which apply to these procedures.

4. How misconduct matters are handled

- 4.1 The University has four processes for handling student misconduct:

Plagiarism Procedure (Coursework students): To be used where plagiarism is alleged and the matter is considered to be either academic misconduct or serious academic misconduct (See Appendix A, Definitions). Allegations of Level 3 plagiarism are to be considered as serious academic misconduct. Such matters must be referred to the Director of Integrity.

Misconduct process: For straightforward matters or where the matter is deemed not to be serious (see Appendix A, Definitions). To be handled by the Designated Officer within the School, Department or Faculty (see section 5).

Serious Misconduct process: To be used where the matter is deemed serious (see Appendix A, Definitions) and, or complex. To be used where the possible penalty, should the matter be proven, is suspension or exclusion.

Appeals or external review: A student may appeal on the grounds of procedural unfairness to either the Director of Integrity or the Deputy Vice-Chancellor (see section 8). Students may also refer the matter to an external body for review (see section 14).

5. Misconduct

- 5.1 The allegation is referred to the Faculty, School or Department Designated Officer.
- 5.2 The Designated Officer (DO) may investigate the matter or may appoint a delegate in writing to carry out some or all of the investigation.
- 5.3 The Designated Officer will carry out an investigation in accordance with Section 7 of these procedures.
- 5.4 At the conclusion of a misconduct investigation the Designated Officer may determine the outcome (see section 7.2).

6. Serious Misconduct

- 6.1 The matter is referred to the DO (see Appendix B). Allegations must be made in writing and be supported by evidence.
- 6.2 The DO will appoint an Investigating Officer (IO) or instruct the Student Integrity Unit to investigate the matter.
- 6.3 The Investigating Officer carries out an investigation in accordance with Section 7 of these procedures.
- 6.4 At the conclusion of a serious misconduct investigation the Investigating Officer will prepare a report for the DO, setting out only the findings of fact. The DO, on the basis of that report shall determine the outcome (see section 7.2).

7. Procedure

7.1 Investigation

- (a) Allegations must be made in writing and supported by evidence (see Appendix A, Definitions). Allegations may be altered during the course of an investigation but the student must be given notice of any change.
- (b) The student will be notified of the allegation(s) in writing by email to their student email address and/or another email address belonging to the student if necessary. The notification must include the information as set out in the pro forma attached as Appendix C.
- (c) Where a student does not respond, the notification should be repeated. If there is no response, the Student Integrity Unit should be notified.
- (d) In investigating the matter, parties may be interviewed where possible and relevant University policy and procedure reviewed.

7.2 Determination

7.2.1 In making a determination the following must be applied;

- (a) Any previous findings relating to a past misconduct offence should not be taken into consideration at the determination stage.
- (b) After evaluating the evidence presented, it should be considered whether it is more likely than not, on the balance of probability, that the allegation/s or any number of the allegations against the student are proven.

- (c) The information in Appendix B should be referred to and the Student Integrity Unit consulted before imposing or recommending any penalty (see section 7.3) to ensure consistency.

7.2.2 Where the student admits the allegation/s and the conduct is found to have occurred, the outcome may determine;

- (a) To impose no penalty because no penalty is warranted; or,
(b) That one or more of the penalties (see section 7.3) that they are empowered to impose are appropriate; or
(c) That the matter be referred to the Director of Integrity.

7.2.3 Where the student denies the allegation/s the outcome may determine that;

- (a) The student has satisfactorily addressed the allegation/s and that the allegation/s should be dismissed; or
(b) The misconduct is proven and that one or more of the penalties that they are empowered to impose are appropriate; or
(c) The matter is referred to the Director of Integrity.

7.3 Penalty

7.3.1 Where a penalty is appropriate, the following should be considered and may be taken into account at this stage;

- Any previous findings of misconduct and the penalty/ies imposed;
- The year or level of study of the student;
- Any intention behind the conduct, and the level and effect of that intention;
- Any personal health, family or other factors that contributed to the conduct;
- Matters considered relevant in the particular circumstances.

7.4 Timeframes

- Student typically notified within 10 working days of the receipt of the written allegation/s;
- Referral or appointment of IO will typically be communicated within 5 working days of the preliminary enquiry conclusion;
- Formal investigations will usually be completed within 20 working days;
- The determination will be confirmed in writing giving reasons and the detail of any penalty typically within 5 working days of the conclusion of the investigation;
- If a fine is imposed, the notification of the penalty must include instructions on how, and by when, the fine is payable;
- The student will be informed of any delays and advised of new timeframes.

7.5 UNSW Canberra

Where an allegation is received about a student who is also Australian Defence Force personnel the matter may be investigated under these procedures but may also be subject to investigation and/or action under the Australian Defence Force Academy (ADFA) procedures.

Where an allegation is made which concerns both UNSW and ADFA, the University will liaise with AFDA to determine an appropriate investigation process.

7.6 Residencies and Colleges

Where an allegation of misconduct is made relating to a student's conduct in relation to UNSW-managed accommodation, the matter may be investigated under these procedures. The investigation may refer any tenancy agreement issues or matters falling under the Housing Act to the UNSW Legal Office.

8. Appeals

8.1 Lodging an appeal

- 8.1.1** An appeal may only be lodged on the grounds of lack of procedural fairness.
- 8.1.2** Appeals are to be made in writing (but this may be by email) and must state the grounds for appeal.
- 8.1.3** Decisions taken under the student misconduct procedures (Section 5) can be appealed under the procedure for misconduct (as described in Sections 6 and 7). Students should lodge the appeal with the Director of Integrity.
- 8.1.4** Decisions taken under the serious misconduct procedures (Section 6) can be appealed to the Deputy Vice-Chancellor.
- 8.1.5** On receipt of an appeal, the Deputy Vice-Chancellor or Director of Integrity may determine, that on its face, the appeal should not proceed on the grounds that it is frivolous, vexatious or is not on the grounds as set out in Section 8.1.1. In making this determination the Deputy Vice-Chancellor or Director of Integrity may, but are not required to, review the record of the misconduct investigation and/or obtain further information from the appellant.
- 8.1.6** If the Deputy Vice-Chancellor or the Director of Integrity determines that the appeal should not proceed, then the appellant will be notified of the decision and all avenues of appeal within the University will then be exhausted.

8.2 Appeals – Serious Misconduct

- a) The Deputy Vice-Chancellor may appoint a delegate or Investigating Officer in writing to have some or all of the powers concurrent with their own for the purposes of the appeal procedures.
- b) The Deputy Vice-Chancellor may decide to impose no penalty or may impose any one or more of the penalties available to others under this procedure.
- c) At this stage, all avenues of appeal within the University will have been exhausted. Notification of the final decision to the student shall include notice of the right of any external appeal, or review rights.

8.3 Indicative Timeframes

- Appeals must be lodged within 10 working days of the notification of outcome;
- Appeals will typically be acknowledged within 5 working days;
- Determination whether to proceed will normally be within 5 working days of receipt of the appeal;
- Determination on an appeal will usually be made within 20 working days of the receipt of the appeal;
- The outcome will be confirmed, giving reasons, within 5 working days of the determination;
- The student will be informed of any delays and advised of new timeframes.

9. Serious matters

It is the responsibility of the person initially receiving an allegation concerning a serious matter to refer it to the Director of Integrity. Advice on what may constitute a complaint of a serious nature can be sought from the Student Integrity Unit (see also Appendix A, Definitions). On receipt of a serious matter the Director of Integrity may refer the matter to be investigated as serious misconduct (see Section 6) or refer the matter to an external body.

Archived Document

10. Suspension or restriction in urgent circumstances

- 10.1** The power to suspend or restrict a student in urgent circumstances from all or part of the University or from access to its facilities, including the residential colleges, is to be used only to prevent or terminate a clear and present threat from the student concerned to the safety of any person within the University, the proper functioning of any University activity or the damage of University resources.
- 10.2** A suspension or restriction may also include a suspension from accessing UNSW information technology resources, from clinical sites, from laboratories, and affiliated entities used for UNSW research and teaching.
- 10.3** The Vice Chancellor or a Deputy Vice-Chancellor can suspend or restrict a student. The Pro-Vice-Chancellor (Research Training), the Rector of University College, Australian Defence Force Academy, the University Librarian, Director Facilities Management, the Director Information Technology can restrict a student.
- 10.4** A student may be suspended or restricted from part or all of a residential college or from UNSW owned or operated self-care residential accommodation by the Head of the College, the Director of UNSW Residential Communities Services or the Vice-President, Campus Life and Community Engagement.
- 10.5** A suspension or restriction in urgent circumstances must be notified to a student in writing via their student email address.
- 10.6** A suspension or restriction imposed on a student does not preclude the making of an allegation of student misconduct.
- 10.7** A suspension or restriction shall not in the first instance exceed 14 days.
- 10.8** Any suspension or restriction (other than IT restrictions) shall be reported to the Senior Deputy Vice-Chancellor.
- 10.9** The Senior Deputy Vice-Chancellor may extend the suspension or restriction period to cover the time taken to finalise any misconduct investigation, including any appeal, and may broaden the areas from which the student is suspended or restricted.
- 10.10** If in the course of misconduct proceedings or subsequent to a determination it appears that a suspension or restriction of a student was not warranted, the suspension may constitute a ground on which the student may apply for special consideration in the assessment of any courses being taken.

11. Withdrawal of allegations

At any stage the University may withdraw an allegation of misconduct or decline to proceed with an investigation. Where the formal process is underway, all parties will be notified in writing that the allegation has been withdrawn. In most instances, the University will then deem the matter resolved. However, in certain circumstances the University may deem the matter serious enough for an internal investigation to continue or for referral to an external agency.

12. Record keeping

- 12.1** Notes and documentation must be kept at all stages of an investigation including records of meetings, discussions, appeal hearings and actions proposed or taken. All records and notes produced and documents considered in handling an investigation under must be stored on an appropriate, confidential University file. The file must be created and stored in line with University policy. Case files are stored electronically while appeal files are stored as hard copy and are then stored electronically following completion of the appeal.
- 12.2** No record of any misconduct allegation or proceedings brought against a student will be included on the student's academic transcript. Penalties of mark adjustment, suspension or exclusion will appear on a student's academic transcript.
- 12.3** At the conclusion of a misconduct matter, when the determination supports the allegations, the details should be added to the Student Misconduct Register. At the conclusion of a plagiarism matter, when it has been determined that a student has plagiarised, the details should be placed on the Level 1 Plagiarism Register or the Student Misconduct Register (Level 2 or Level 3 Plagiarism).

Access to the Register is restricted and monitored by the Student Integrity Unit on behalf of the Director of Integrity.

- 12.4** Reports are held by the Student Integrity Unit to ensure consistency in penalties imposed. Reports are written to ensure parties involved cannot be identified. Summarised reports may also be provided to Faculties, Schools or units to facilitate process improvement.

13. Confidentiality

All parties involved in a case are to maintain confidentiality. Information and records about a misconduct matter are divulged to those with direct involvement in the case with the following exceptions:

- Where there is risk of harm to a person or persons, it may be necessary to breach confidentiality;
- Where the matter is subject to legal proceedings or other action which require the presentation of UNSW-held records by way of subpoena or similar;
- Where a student lodges a complaint or appeal regarding a decision under these procedures;
- Where there is a clear public interest or obligation to share information (such as a duty to disclose information to a professional accreditation board, the Australian Defence Force Academy or a duty to report under legislation).

14. External review or referral

A matter may be referred to an external agency. Where this occurs, the University may decide to cease any internal process pending external investigation.

External agencies include:

- The Anti-Discrimination Board;
- The Australian Human Rights Commission;
- The Independent Commission against Corruption;
- The NSW Ombudsman;
- The NSW Police.

15. Review & History

This document supersedes earlier Student Misconduct Procedures and is reviewed as a minimum every 3 years.

16. Acknowledgements and resources

Additional resources:

Student Life and Learning UNSW Current Student Gateway

Policies, procedures and guidelines for students:
www.my.unsw.edu.au/student/resources/Policies.html

Arc@UNSW www.arc.unsw.edu.au

NSW Ombudsman fact sheets: www.ombo.nsw.gov.au

Anti Discrimination Board: www.lawlink.nsw.gov.au

Australian Human Rights Commission: www.humanrights.gov.au

A range of documents were reviewed in developing these procedures and are gratefully acknowledged:

Discussion Paper 30 (1993) Review of the Anti-Discrimination Act 1977 (NSW), Lawlink NSW, in relation to behaviours that are considered harassing and discriminatory.

Misconduct procedures from the following Universities: Australian National University, Macquarie University, Queensland University of Technology, University of Melbourne, University of Newcastle, University of Technology Sydney, University of Queensland, University of Western Sydney, Monash University, University of Adelaide.

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APPENDIX A: Definitions

Academic Misconduct: The definition of academic misconduct is broad. It covers practices such as cheating, copying and using another person's work without appropriate acknowledgement. It covers misconduct during examinations and concerning academic works (see also plagiarism). Allegations of academic misconduct may be dealt with under these procedures.

Advocate: An independent person who can provide support and guidance to a student or help in presenting a case. The student association Arc at UNSW provides free legal advice and advocacy to UNSW students for issues both on and off campus.

Allegation: A formal complaint or accusation made about a student's conduct. Any student or member of staff may make a written allegation of student misconduct to a Designated Officer or the Director of Integrity. Allegations made by an external organisation or anonymous allegations will only be investigated where the Director of Integrity determines that an investigation is warranted.

Anonymous: Where the complainant withholds their name and does not wish to be identified in any way. Anonymous complaints and allegations of misconduct will only be investigated at the discretion of the University, where the conduct they raise is of a serious nature.

Appeal: A request for a decision to be reconsidered on the grounds of procedural unfairness, unreasonable determination or new evidence not available at the time of the original investigation.

Appellant: A person who lodges an appeal.

Bullying: Repeated unreasonable or less favourable treatment of a person by another in order to intentionally hurt, offend, intimidate, threaten or gain power over another person. Bullying behaviour may be physical or psychological. Bullying can be carried out by one person or a group and may be done privately, openly or via social media. Any staff member or student who is found to have been bullying a person will be subject to misconduct proceedings under appropriate University policies and procedures. If you are concerned about any form of bullying, information about services which offer advice and support is available at www.studentlifelearning.unsw.edu.au.

Conflict of interest: Interest, involvement or information which may influence or be perceived to influence a person's ability to make objective recommendations or decisions in investigating an issue of misconduct.

Complaint: A complaint is any type of problem, concern or grievance about the University or the University environment. Students may make a complaint in accordance with the Student Complaint procedures.

Designated Officer: A person with the authority to determine allegations of student misconduct because of occupation of a particular role or by delegated appointment. Designated Officers include Deans, Heads of School, Master of the Colleges, Director of Residential Communities Services, Rector at UNSW Canberra, the University Librarian, the Director, Information Technology, Director of Integrity and Director, Student Services and Systems.

Exclusion: The permanent cancellation of the enrolment of a student and termination of all rights and privileges as a student of the University including the right to re-enrol as a student and the right to enter or to be on University grounds. The student must apply for re-admission to UNSW under the relevant admissions process at the conclusion of the exclusion.

Harassment: Unwelcome behaviour that is offensive, belittling or abusive to another person or group of people. Any staff member or student who is found to have been harassing a person will be subject to misconduct proceedings under appropriate University policies and procedures. If you are concerned about any form of harassment information about services which offer advice and support is available at www.studentlifelearning.unsw.edu.au.

Investigating Officer (IO): A person appointed by a Designated Officer to investigate an allegation of misconduct or an appeal of a determination of misconduct and make recommendations based on the outcome.

Mediation: a voluntary and confidential process where a neutral third party, the mediator, provides assistance to the parties in dispute to find some common ground and reach a settlement. A mediator may be an employee of the University who has no conflict of interest in the issue under discussion or an external mediator.

Misconduct matters (process): used where there the matter is deemed not to be serious but straightforward. See examples in Appendix B.

Plagiarism: Plagiarism at UNSW is using the words or ideas of others and passing them off as your own. Below are examples of plagiarism including self-plagiarism. This list is not intended to be exhaustive.

Copying: Using the same or very similar words to the original text or idea without acknowledging the source or using quotation marks. This includes copying materials, ideas or concepts from a book, article, report or other written document, presentation, composition, artwork, design, drawing, circuitry, computer program or software, website, internet, other electronic resource, or another person's assignment, without appropriate acknowledgement.

Inappropriate paraphrasing: Changing a few words and phrases while mostly retaining the original structure and/or progression of ideas of the original, and information without acknowledgement. This also applies in presentations where someone paraphrases another's ideas or words without credit and to piecing together quotes and paraphrases into a new whole, without appropriate referencing.

Collusion: Presenting work as independent work when it has been produced in whole or part in collusion with other people. Collusion includes students providing their work to another student before the due date, or for the purpose of them plagiarising at any time, paying another person to perform an academic task and passing it off as your own, stealing or acquiring another person's academic work and copying it, offering to complete another person's work or seeking payment for completing academic work. This should not be confused with academic collaboration.

Inappropriate citation: Citing sources which have not been read, without acknowledging the 'secondary' source from which knowledge of them has been obtained.

Self-plagiarism: 'Self-plagiarism' occurs where an author republishes their own previously written work and presents it as new findings without referencing the earlier work, either in its entirety or partially. Self-plagiarism is also referred to as 'recycling', 'duplication', or 'multiple submissions of research findings' without disclosure. In the student context, self-plagiarism includes re-using parts of, or all of, a body of work that has already been submitted for assessment without proper citation.

Plagiarism Procedure (Coursework students): To be used where plagiarism is alleged and the matter is considered to be either academic misconduct or serious academic misconduct. (See Appendix A, Definitions). Allegations of Level 3 plagiarism are to be considered as serious academic misconduct. Such matters must be referred to the Director of Integrity.

Plagiarism Register: at the conclusion of a plagiarism matter when a student is found guilty the details should be placed on the Level 1 Plagiarism Register. Access to the register is limited and records are stored confidentially. Records are destroyed following completion of a degree by a student and are therefore not available to external organisations.

Procedural Fairness: For procedures to support the Principles of Natural Justice including the provisions that:

- Students are informed, with adequate notice, of allegations and proceedings;
- Students are provided with opportunity to respond and be heard;
- Decision makers are without conflict of interest or prior involvement in the case;
- Proceedings are carried out and determinations made without bias.

Property: Includes material, personal, intellectual and shared property in any (including digital) form.

Research Misconduct (Procedure for Handling Allegations of Research Misconduct): To be used where there are allegations of research misconduct however in the first instance refer to the Plagiarism Policy Statement as this provides the UNSW context.

Serious misconduct matters (process): A matter is considered serious where:

- a) There is reason to believe that there is a significant risk to the University and its staff and/or students;
- b) A serious criminal offence may have been committed;

- c) There are a number of allegations of a similar nature received against a respondent;
- d) A possible penalty for the conduct, if proven, is suspension or exclusion.

See examples in Appendix B.

Student Integrity Unit: Designated for the oversight of the Student Complaints Procedures and Conduct Procedures for the University. Undertakes and co-ordinates investigations and provides advice and guidance to students and staff.

Student Misconduct Register: A centrally held register where findings of student misconduct, serious misconduct and academic misconduct are recorded. A finding is entered on the register whether or not a penalty had been awarded. This Register is used for Level 2 and Level 3 plagiarism findings. Access to the Register is limited and records are stored confidentially.

Educational Support Service: A team of advisers available at the Hub on Kensington Campus who can provide guidance, support and advice on a range of issues.

Support person: A person who may help a student, provide support or give advice on the misconduct procedures. A support person may be a friend, student, staff member or family member. A support person does not speak on behalf of the student and is not an advocate. Student Participation Advisers are available to provide free advice and guidance to students about University procedures. www.studentlifelearning.unsw.edu.au.

Suspension: The cancellation of enrolment of a student and the withdrawal, for a specified time, of all rights and privileges as a student of the University, including the right to re-enrol and the right to enter or to be on University grounds. Unless otherwise advised, the student has the right to recommence their studies at the end of the suspension.

Temporary suspension: A temporary suspension of a student from all or select circumstances University grounds, made in accordance with Section 10 of these procedures.

Victimisation: To be treated badly or unfairly because of being the subject of an allegation, investigation or finding of student misconduct. To be treated badly or unfairly because of making, intending to make or helping someone make a complaint or allegation of student misconduct. Any student or staff member or student who is found to have victimised a person will be subject to misconduct proceedings under appropriate University policies and procedures. Any party involved in a misconduct investigation fearing or experiencing victimisation should immediately discuss the matter with the Student Integrity Unit.

Vilification: A public act which incites others to treat a person badly, with contempt or to severely ridicule. Any staff member or student who is found to have vilified a person in relation to a misconduct investigation will be subject to misconduct proceedings under appropriate University policies and procedures. Any party involved in a misconduct investigation fearing or experiencing vilification should immediately discuss the matter with the Student Integrity Unit.

Appendix B

MISCONDUCT		
ALLEGED MISCONDUCT	DESIGNATED OFFICER	POSSIBLE PENALTIES IF MISCONDUCT IS PROVEN
Misuse of the property of a School or Department; alleged failure to treat teaching or other staff and other students with courtesy, tolerance and respect within the School environment.	Head of School or Dean of the Faculty	Formal reprimand or formal warning; Withdrawal of student access to the property of the School or Faculty for a period not exceeding the remainder of the current semester; Restitution of damages; Remedial educative action.
Misuse of Library resources.	University Librarian	In accordance with the Library conditions of use, published by the University Librarian available on the Library website.
Misuse of UNSW email, information technology, or computing resources.	Director Information Technology	Formal reprimand or formal warning; financial penalty of up to \$1200; loss or restriction of access to UNSW IT Facilities; Remedial educative action.
Misuse of the resources of a UNSW affiliated residential college.	Master of the College	In accordance with the published policy of the College.
Misuse of the resources of UNSW owned or operated self-care residential accommodation.	Director, UNSW Residential Communities	Formal reprimand or formal warning; Take action to terminate a tenancy; Take action for restitution of damages.
Misconduct that is alleged to have been committed by a student enrolled at UNSW Canberra.	Rector, UNSW Canberra	Formal reprimand or formal warning; Reduction in marks for the course; Failure in the course [00FL]; Restitution of damages or a fine not exceeding \$1200, whichever is the greater; Remedial educative action.
Academic misconduct that did not occur in a formal examination conducted by the Examinations Unit and that is not addressed by the UNSW Plagiarism Policy Statement.	Head of School or Dean of the Faculty, Dean of Graduate Research	Formal reprimand or formal warning; Reduction in marks for the course; Failure in the course [00FL]; Remedial educative action.
Plagiarism up to Level 2 – refer to <i>Managing Plagiarism for Students Enrolled in Coursework Programs-Procedure (Coursework Students)</i> . For Research Students refer to the Research Code of Conduct.	Head of School, Dean of Graduate Research	Refer to <i>Managing Plagiarism for Students Enrolled in Coursework Programs-Procedure (Coursework Students)</i> . For Research Students refer to the <i>Research Code of Conduct</i> .

Appendix B

SERIOUS MISCONDUCT		
ALLEGED SERIOUS MISCONDUCT	DESIGNATED OFFICER	POSSIBLE PENALTIES IF MISCONDUCT IS PROVEN
Examination misconduct in a formal examination conducted by the Examinations Unit.	Director of Integrity or Senior Deputy Vice-Chancellor	Formal reprimand or formal warning; Reduction in marks; Failure in the course [00FL]; Conditions placed on the student's enrolment or re-enrolment; Suspension or exclusion from UNSW (as per 7.5.9B & 7.5.22A Register of Delegations); return from a period of suspension may be conditional; Delay graduation [and certification of program completion] for a period not exceeding 12 months; A fine not exceeding \$1200; Remedial educative action.
Plagiarism: Managing Plagiarism for Students Enrolled in Coursework Programs-Procedure (Coursework Students). For Research Students refer to the Research Code of Conduct.	Director of Integrity or Senior Deputy Vice-Chancellor	Managing Plagiarism for Students Enrolled in Coursework Programs-Procedure (Coursework Students). For Research Students refer to the Research Code of Conduct.
Behaviour that is considered in breach of the Student Code Policy. unlawful, discriminatory, sexually inappropriate, bullying, harassing, invades another's privacy or causes any person to fear for their personal safety.	Director of Integrity or Senior Deputy Vice-Chancellor	Any one or more of the penalties listed above, as appropriate.
Misconduct when assessed at the decentralised level results in a recommended penalty greater than those permitted at that level; Appeals against decisions made at the decentralised level.	Director of Integrity or Senior Deputy Vice-Chancellor	Any one or more of the penalties listed above, as appropriate.
Serious misconduct relating to entry into a program or receiving an award the student was not legitimately eligible for, or entitled to.	Director of Integrity, Director, Student Services and Systems or Senior Deputy Vice-Chancellor	To revoke an award [degree, diploma, certificate, prize or scholarship]; To annul grades awarded on an academic statement; To amend grades previously awarded on an academic statement to "XF" (excluded for fraud); To rescind an offer of entry into a program; Any one or more of the penalties listed above, as appropriate.
Any other misconduct not covered elsewhere.	Director of Integrity or Senior Deputy Vice-Chancellor	Any one or more of the penalties listed above, as appropriate.

Appendix C

Pro Forma to notify a student of an allegation

Dear [student's name]

An allegation of [delete the one not applicable academic/student] misconduct concerning you has been referred to me by [staff member's name]. It is alleged that (insert details of the allegation).

In accordance with the University's Student Misconduct Procedure, I have been appointed as the Investigative Officer designated for enquiries into the allegation against you:

<http://www.gs.unsw.edu.au/policy/documents/studentmisconductprocedures.pdf>

You should read these procedures carefully, in particular Section 7 as it outlines how this matter will be investigated. I also draw your attention to the UNSW Student Code Policy:

<https://www.gs.unsw.edu.au/policy/documents/studentcodepolicy.pdf>

In order to investigate a matter I usually interview a student, and if you wish to attend an interview you need to contact me by [insert date not less than seven days away]. You may bring a support person or friend to the interview if you wish.

Alternatively, you can provide a written statement by [insert date not less than seven days away] and I will finalise the investigation on the basis of the information I have before me and the statement you send me.

For information on the range of student support services available at UNSW refer to the UNSW Current Student Gateway.

The student association on campus, Arc@UNSW, have student advocates available to provide independent advice about the University's student misconduct procedure. You may contact a Student Support Officer on (02) 9385 7700 or email advice@arc.unsw.edu.au for help. All students can access this service and it is free.

If you have any questions about these allegations or the misconduct processes please contact me.

Appendix C: History

Version	Authorised by	Approval Date	Effective Date	Sections modified
1.0	Deputy Vice-Chancellor (Academic)	5 November 2009	1 December 2009	
2.0	Vice-President and Deputy Vice-Chancellor (Academic)	30 November 2012	30 November 2012 to 25 June 2013	Full review
2.1	Vice-President and Deputy Vice-Chancellor (Academic)	26 June 2013	26 June 2013	Appendix B
2.2	Vice-President and Deputy Vice-Chancellor (Academic)	30 January 2014	30 January 2014	Section 1.1; 1.3-6; 2.1; 2.3-4; 4.1; 7.1(b); 7.3.1; 8.1.4; 10.4; 10.5(del); 12.1; 12.3; 14; Appendix A and Appendix B; PVC(S) title update
2.3	Administrative update by Acting Head of Governance	1 December 2015	1 December 2015	Amendment to contact officer and position titles
2.4	Senior Deputy Vice-Chancellor	29 February 2016	29 February 2016	Amendment to contact officer

				and position titles
2.5	Senior Deputy Vice-Chancellor	3 August 2016	3 August 2016	Section 1.6, 4.1, 5, 6, 7.2.1(c), 7.2.2(c), 7.2.3(c), 8.13-6, 8.2, 9, 12.3-4, Appendix A-C.
2.6	Senior Deputy Vice-Chancellor	16 August 2016	16 August 2016 to 14 August 2017	Section 4.1; 8.1.4-6; 8.2

Archived Document